

Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 1995 were \$61,200 and \$45,300, respectively. For 1996, the tier I limit increased to \$62,700 per year, while the tier II limit was \$46,500 per year. Under the unemployment program, the taxable earnings base was the first \$850 of each employee's monthly earnings in 1995 and \$865 in 1996. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue has been updated from 1978 to 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. The employer shown for employees reported by more than one employer is the last employer in the year.
2. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One year of service represents service in 12 to 23 months; two years, service in 24 to 35 months, etc.
3. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records shortly after the end of the calendar year. Late reports were last included in 1987.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-95

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ¹	Total	Taxable ²			Total	Average ¹	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1937.....	1,996	1,279	\$2,294	\$2,264	98.7	.....	1,758	1,115	\$1,985	\$1,959
1938.....	1,617	1,093	2,047	2,008	98.1	.....	1,404	939	1,746	1,713
1939.....	1,666	1,151	2,180	2,145	98.4	.....	1,427	988	1,863	1,833
1940.....	1,708	1,195	2,280	2,248	98.6	.....	1,453	1,027	1,964	1,936
1941.....	2,052	1,322	2,697	2,657	98.5	.....	1,762	1,140	2,332	2,297
1942.....	2,587	1,470	3,394	3,302	97.3	.....	2,209	1,271	2,932	2,853
1943.....	2,887	1,591	4,100	3,944	96.2	.....	2,391	1,355	3,521	3,387
1944.....	2,903	1,670	4,523	4,301	95.1	.....	2,325	1,415	3,858	3,669
1945.....	3,014	1,680	4,530	4,340	95.8	.....	2,414	1,420	3,862	3,700
1946.....	2,658	1,622	4,883	4,639	95.0	.....	2,198	1,359	4,171	3,963
1947.....	2,470	1,598	5,113	4,750	92.9	.....	2,072	1,352	4,352	4,036
1948.....	2,339	1,558	5,539	4,952	89.4	.....	1,984	1,327	4,769	4,233
1949.....	2,112	1,403	5,133	4,609	89.8	.....	1,802	1,192	4,419	3,926
1950.....	2,073	1,421	5,327	4,704	88.3	.....	1,772	1,220	4,594	4,042
1951.....	2,103	1,476	6,101	5,111	83.8	.....	1,796	1,276	5,273	4,409
1952.....	2,045	1,429	6,185	5,046	81.6	.....	1,733	1,226	5,327	4,333
1953.....	1,982	1,405	6,147	4,989	81.2	.....	1,679	1,206	5,325	4,282
1954.....	1,690	1,250	5,630	4,707	83.6	.....	1,424	1,064	4,854	4,016
1955.....	1,694	1,239	5,801	4,925	84.9	.....	1,433	1,058	4,992	4,214
1956.....	1,647	1,220	6,206	5,060	81.5	.....	1,388	1,043	5,325	4,307
1957.....	1,510	1,150	6,177	4,859	78.7	.....	1,278	986	5,358	4,166
1958.....	1,321	984	5,722	4,246	74.2	.....	1,115	841	4,930	3,626
1959.....	1,242	949	5,751	4,377	76.1	.....	1,050	816	4,986	3,768
1960.....	1,177	909	5,648	4,404	78.0	.....	995	780	4,894	3,793
1961.....	1,082	836	5,345	4,076	76.3	.....	911	718	4,624	3,488
1962.....	1,033	815	5,381	3,991	74.2	.....	869	700	4,662	3,422
1963.....	1,011	790	5,350	3,955	73.9	.....	852	680	4,630	3,402
1964.....	990	775	5,446	4,211	77.3	.....	827	665	4,698	3,606
1965.....	969	753	5,590	4,140	74.1	.....	799	640	4,793	3,522
1966.....	955	741	5,676	4,719	83.1	.....	793	631	4,879	4,040

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-95 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
			Taxable ²							
	Total	Average ¹	Total	Aggregate tier 1	Percent of total	Tier 2	Total	Average ¹	Total	Tier 1
1967	911	713	\$5,734	\$4,613	80.4	.....	767	610	\$4,934	\$3,954
1968	879	683	5,878	5,000	85.1	.....	747	591	5,111	4,338
1969	865	659	6,092	4,966	81.5	.....	742	578	5,363	4,354
1970	825	640	6,281	4,896	77.9	.....	719	566	5,557	4,319
1971	774	611	6,602	4,830	73.2	.....	680	544	5,895	4,300
1972	737	589	7,156	5,350	74.8	.....	652	527	6,435	4,792
1973	726	584	7,936	6,265	78.9	.....	645	524	7,134	5,635
1974	739	592	8,399	7,271	86.6	.....	661	533	7,576	6,570
1975	678	548	8,346	7,112	85.2	.....	609	497	7,563	6,478
1976	661	540	9,262	7,848	84.7	.....	606	496	8,494	7,238
1977	655	546	10,038	8,495	84.6	.....	602	503	9,224	7,854
1978	667	542	10,938	9,020	82.5	.....	602	491	9,909	8,203
1979	675	554	12,472	11,168	89.5	\$10,120	610	503	11,300	10,183
1980	636	532	13,129	11,870	90.4	10,520	568	480	11,784	10,804
1981	603	503	13,368	12,402	92.8	10,849	545	457	12,106	11,338
1982	555	440	12,501	11,797	94.4	10,332	498	398	11,354	10,715
1983	497	395	12,349	11,724	94.9	10,257	428	343	10,797	10,250
1984	474	395	12,949	12,346	95.3	10,783	411	345	11,421	10,890
1985	452	372	12,736	12,117	95.1	10,807	384	323	11,138	10,597
1986	423	342	12,496	11,958	95.7	10,687	358	293	10,830	10,364
1987	400	320	12,529	11,881	94.8	10,481	335	271	10,707	10,154
1988	374	312	12,193	11,660	95.6	10,264	306	258	10,260	9,810
1989	355	308	12,128	11,513	94.9	10,262	288	251	10,057	9,547
1990	341	296	11,828	11,377	96.2	10,221	275	241	9,696	9,326
1991	327	285	12,032	11,560	96.1	10,328	265	231	9,918	9,528
1992	318	276	12,686	11,886	93.7	10,566	256	223	10,444	9,786
1993	310	271	12,404	11,700	94.3	10,480	248	217	10,175	9,598
1994	305	266	12,474	11,869	95.1	10,654	245	214	10,197	9,703
1995	298	265	12,541	11,904	94.9	10,627	238	212	10,192	9,674

¹ Average of 12 mid-monthly figures.

² Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982 tier I payroll includes miscellaneous compensation.

Note.--Compensation data revised to include delayed reports. Average employment and total compensation based on Interstate Commerce Commission reports. For all employees, such data include estimates of employees and compensation not reported to ICC.

Table D2.--Employees, by employment status, 1937-95 (In thousands)

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total	Females				
1937.....	1,996	60	580	1,416	(1)	(1)
1938.....	1,617	55	257	1,360	202	(1)
1939.....	1,666	52	251	1,415	242	64
1940.....	1,708	52	272	1,436	253	40
1941.....	2,052	61	437	1,615	556	60
1942.....	2,587	114	791	1,796	910	63
1943.....	2,887	258	976	1,911	1,027	63
1944.....	2,903	268	922	1,981	905	87
1945.....	3,014	259	1,071	1,943	835	198
1946.....	2,658	213	757	1,901	456	259
1947.....	2,470	140	599	1,871	398	171
1948.....	2,339	125	492	1,847	323	145
1949.....	2,112	112	432	1,680	174	92
1950.....	2,073	107	367	1,706	256	137
1951.....	2,103	111	420	1,683	264	132
1952.....	2,045	113	382	1,663	248	114
1953.....	1,982	111	441	1,541	212	106
1954.....	1,690	100	266	1,424	92	58
1955.....	1,694	101	268	1,426	165	105
1956.....	1,647	99	284	1,363	148	73
1957.....	1,510	92	258	1,252	101	46
1958.....	1,321	81	188	1,133	44	25
1959.....	1,242	76	162	1,080	65	44
1960.....	1,177	72	161	1,016	63	33
1961.....	1,082	67	134	948	45	22
1962.....	1,033	63	123	910	57	28
1963.....	1,011	61	124	887	73	28
1964.....	990	60	122	868	80	23
1965.....	969	58	140	829	80	21
1966.....	955	58	149	806	103	23
1967.....	911	57	146	765	86	19
1968.....	879	56	135	743	93	21
1969.....	865	56	143	721	100	21
1970.....	825	53	128	696	86	18
1971.....	774	50	103	671	62	16
1972.....	737	47	100	637	55	12

See footnote at end of table.

Table D2.--Employees, by employment status, 1937-95 (In thousands) - Continued

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total	Females				
1973.....	726	46	88	639	76	13
1974.....	739	47	99	641	87	13
1975.....	678	44	88	591	32	6
1976.....	661	43	68	593	58	11
1977.....	655	44	62	593	53	9
1978.....	667	45	63	604	65	9
1979.....	675	48	76	600	63	9
1980.....	636	49	61	575	32	5
1981.....	603	47	61	542	22	5
1982.....	555	43	71	485	7	6
1983.....	497	39	48	449	7	5
1984.....	474	37	41	433	11	14
1985.....	452	36	44	408	11	8
1986.....	423	33	43	380	8	6
1987.....	400	31	47	353	8	12
1988.....	374	29	38	335	13	7
1989.....	355	27	32	323	14	6
1990.....	341	29	28	313	14	4
1991.....	327	28	23	304	10	4
1992.....	318	28	25	293	11	4
1993.....	310	27	23	286	13	3
1994.....	305	27	21	283	15	3
1995.....	298	26	(1)	(1)	12	2

¹ Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 1986-1995

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
ALL CLASSES OF EMPLOYER							
1986.....	423	10.6	2,660	28,197	307	2,717	32,608
1987.....	400	10.5	2,806	29,461	289	2,864	34,365
1988.....	374	10.6	2,881	30,627	280	2,954	35,443
1989.....	355	10.8	2,943	31,880	276	3,005	36,060
1990.....	341	10.8	3,034	32,849	267	3,107	37,284
1991.....	327	10.9	3,188	34,868	260	3,268	39,216
1992.....	318	11.0	3,368	36,898	256	3,426	41,112
1993.....	310	11.0	3,390	37,308	251	3,469	41,628
1994.....	305	11.0	3,503	38,474	247	3,598	43,180
1995.....	298	11.0	3,574	39,480	243	3,650	43,795
CLASS I RAILROADS							
1986.....	358	10.7	2,696	28,847	264	2,742	32,903
1987.....	335	10.5	2,864	30,076	245	2,886	34,662
1988.....	306	10.8	2,924	31,454	234	2,982	35,779
1989.....	288	10.9	2,986	32,631	227	3,033	36,396
1990.....	275	10.9	3,058	33,364	218	3,123	37,476
1991.....	265	11.0	3,223	35,499	213	3,291	39,492
1992.....	256	11.0	3,421	37,718	209	3,462	41,544
1993.....	248	11.1	3,437	38,174	204	3,500	42,000
1994.....	245	11.1	3,538	39,188	201	3,620	43,436
1995.....	238	11.1	3,600	40,120	197	3,660	43,923

Table D4.--All employees and employees age 65 or older, by completed years of service, 1986-1995
(In thousands)

	Completed years of service									
	Total		Less than 10		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL EMPLOYEES										
1986.....	421	100	122	29	161	38	66	16	72	17
1987.....	398	100	105	27	161	40	66	17	65	16
1988.....	374	100	90	24	157	42	69	19	57	15
1989.....	355	100	81	23	150	42	75	21	50	14
1990.....	341	100	74	22	140	41	82	24	45	13
1991.....	327	100	69	21	130	39	88	27	41	12
1992.....	318	100	67	21	120	38	93	29	38	12
1993.....	310	100	69	22	106	34	98	32	36	12
1994.....	305	100	73	24	93	30	104	34	35	12
1995.....	298	100	74	25	83	28	105	35	35	12
EMPLOYEES AGE 65 OR OLDER										
1986.....	4	100	(1)	5	1	14	1	18	2	63
1987.....	3	100	(1)	7	(1)	15	1	17	2	61
1988.....	3	100	(1)	6	(1)	17	1	18	2	59
1989.....	3	100	(1)	7	(1)	19	(1)	19	1	56
1990.....	2	100	(1)	7	(1)	17	(1)	20	1	55
1991.....	2	100	(1)	8	(1)	16	(1)	20	1	56
1992.....	2	100	(1)	8	(1)	17	(1)	21	1	54
1993.....	2	100	(1)	10	(1)	16	(1)	23	1	51
1994.....	2	100	(1)	9	(1)	17	1	26	1	48
1995.....	2	100	(1)	8	(1)	16	1	30	1	46

¹ Fewer than 500.

Table D5.--Employees in 1995 and selected service and compensation data, by class of employer

Class of employer			Average months of service	Average creditable compensation per month of service		Number of employees by amount of average creditable compensation per month of service				
	Number of employees			All employees	Employees with 12 months of service	Under \$2,500	\$2,500-3,499.99	\$3,500-4,499.99	\$4,500-5,099.99	\$5,100.00
	Total	Female								
Class I railroads.	238,314	19,524	11.1	\$3,600	\$3,660	37,986	93,303	47,209	22,826	36,990
Class II railroads.	10,510	769	10.8	3,301	3,450	2,737	3,896	2,257	713	907
Class III railroads.	33,063	3,384	10.7	3,594	3,740	7,800	8,901	7,649	4,942	3,771
Switching and terminal companies. . .	7,591	540	10.5	3,252	3,374	2,034	3,058	1,498	503	498
Car-loan companies. . .	3,073	254	10.8	2,970	3,043	1,097	1,399	279	87	211
Miscellaneous employers¹.	5,434	1,770	10.2	3,580	3,732	1,682	1,119	850	408	1,375
Total.	297,985	26,241	11.0	\$3,574	\$3,650	53,336	111,676	59,742	29,479	43,752

¹ Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 1995

Class or name of employer	All employees				New entrants		Creditable compensation (thousands)		
	Total	With 12 Months of service in 1995	With 10 or more years of service	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
CLASS OF EMPLOYER									
Class I railroads.....	238,314	197,027	188,648	230,210	7,805	5,027	\$ 9,561,219	\$ 8,616,383	\$2,239,752
Class II railroads.....	10,510	8,203	6,699	9,776	822	454	374,801	347,546	94,368
Class III railroads.....	33,063	25,466	18,998	30,395	2,226	1,196	1,272,074	1,137,139	293,456
Switching and terminal companies.....	7,591	5,834	5,295	6,859	498	184	259,636	243,160	66,402
Car-loan companies.....	3,073	2,424	1,264	2,904	272	159	98,449	93,873	28,039
Miscellaneous employers ¹	5,434	3,901	3,047	4,682	541	223	198,184	171,296	44,458
Total.....	297,985	242,855	223,951	284,826	12,164	7,243	\$11,764,363	\$10,609,398	\$2,766,475
SELECTED EMPLOYERS									
Atchison, Topeka & Santa Fe Ry. Co.....	17,174	14,199	13,382	16,480	846	584	\$ 684,590	\$ 610,915	\$160,636
Burlington Northern RR. Co.....	34,621	28,649	25,818	33,554	1,409	976	1,419,211	1,268,969	327,038
Chicago & North Western Trans. Co.....	606	42	368	487	52	9	23,162	18,770	2,903
Consolidated Rail Corp. (Conrail).....	25,457	20,376	21,643	24,635	260	139	1,026,892	922,892	236,311
CSX Transportation Inc.....	33,260	28,351	30,256	32,395	803	530	1,345,280	1,231,079	317,331
Denver & Rio Grande Western RR. Co.....	2,938	2,212	2,191	2,777	292	215	113,009	102,119	26,508
Grand Trunk Western RR. Co.....	3,111	2,357	2,470	2,916	204	87	125,056	111,946	27,996
Illinois Central Gulf RR. Co.....	3,437	2,953	3,132	3,319	100	55	154,167	132,996	32,755
Kansas City Southern Ry. Co.....	2,824	2,344	1,974	2,682	253	156	117,553	103,826	26,442
Soo-Kansas City Southern Joint Agency.....	184	137	125	171	31	18	6,353	5,932	1,626
National Railroad Passenger Corp. (Amtrak).....	26,386	20,850	15,925	25,131	744	369	894,386	844,688	241,158
Norfolk Southern Corp.....	26,177	22,541	20,943	25,606	659	460	1,031,542	950,967	251,061
St. Louis Southwestern Ry. Co.....	2,603	2,076	2,239	2,479	165	101	108,792	95,188	23,911
Soo Line RR. Co.....	5,111	3,830	3,736	4,779	135	83	191,005	172,889	45,650
Southern Pacific Transportation Co.....	15,314	12,530	13,107	14,700	520	363	657,063	570,881	143,101
Union Pacific RR. Co.....	39,111	33,580	31,339	38,099	1,332	882	1,663,157	1,472,326	375,325

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Note.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

Table D7.-- Employees in 1995, by class of employer and amount of creditable compensation

Class of employer	Number by amount of creditable compensation										
	Total	Under \$20,000	\$20,000- 29,999	\$30,000- 34,999	\$35,000- 39,999	\$40,000- 44,999	\$45,000- 49,999	\$50,000- 54,999	\$55,000 59,999	\$60,000- 61,199	\$61,200
Class I railroads.	238,314	21,755	27,217	44,019	32,824	24,493	18,782	15,856	14,978	4,898	33,492
Class II railroads.	10,510	1,727	1,422	1,756	1,460	1,111	872	777	464	90	831
Class III railroads.	33,063	5,479	3,775	3,111	3,800	3,436	3,312	2,652	2,741	1,614	3,143
Switching and terminal companies. . .	7,591	1,379	972	1,323	1,164	879	599	416	339	71	449
Car-loan companies.	3,073	472	756	754	470	199	98	61	58	16	189
Miscellaneous employers¹.	5,434	1,313	654	444	487	338	316	309	256	63	1,254
Total.	297,985	32,125	34,796	51,407	40,205	30,456	23,979	20,071	18,836	6,752	39,358

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D8.--Employees in 1995, by class of employer and months of service

Class of employer	Number by months of service												
	Total	12	11	10	9	8	7	6	5	4	3	2	1
Class I railroads.	238,314	197,027	7,500	5,881	4,686	3,669	3,368	2,768	2,596	2,369	2,681	2,611	3,158
Class II railroads.	10,510	8,203	317	221	339	211	163	140	165	184	189	174	204
Class III railroads.	33,063	25,466	1,083	769	759	598	611	608	571	635	581	643	739
Switching and terminal companies. . .	7,591	5,834	231	159	116	113	98	126	115	161	130	184	324
Car-loan companies.	3,073	2,424	87	62	35	61	51	102	46	34	58	57	56
Miscellaneous employers¹.	5,434	3,901	103	174	138	96	107	192	84	103	139	123	274
Total.	297,985	242,855	9,321	7,266	6,073	4,748	4,398	3,936	3,577	3,486	3,778	3,792	4,755

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 1995, by amount of creditable compensation and by sex or completed years of service

Taxable compensation	Total Number	Sex		Completed years of service						
		Male	Female	Less than 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and over
Under \$5,000.00.....	10,803	9,503	1,300	6,727	882	890	748	712	384	460
\$5,000.00-\$9,999.99.....	6,896	5,976	920	4,141	515	446	454	534	279	527
\$10,000.00-\$14,999.99....	6,401	5,486	915	3,399	551	489	774	510	268	410
\$15,000.00-\$19,999.99....	8,025	6,822	1,203	4,202	779	768	833	646	377	420
\$20,000.00-\$24,999.99....	12,199	10,322	1,877	5,522	1,465	1,285	1,531	1,115	550	731
\$25,000.00-\$29,999.99....	22,597	19,085	3,512	6,531	2,941	2,591	4,100	3,169	1,854	1,411
\$30,000.00-\$34,999.99....	51,407	45,407	6,000	6,151	4,969	5,412	10,954	10,398	7,777	5,746
\$35,000.00-\$39,999.99....	40,205	36,708	3,497	4,548	3,914	3,943	8,706	8,655	6,019	4,420
\$40,000.00-\$42,999.99....	19,358	17,901	1,457	1,784	1,920	1,844	4,273	4,261	3,091	2,185
\$43,000.00-\$45,999.99....	16,282	15,255	1,027	1,278	1,605	1,423	3,553	3,674	2,779	1,970
\$46,000.00-\$48,999.99....	14,319	13,539	780	899	1,346	1,309	3,228	3,409	2,469	1,659
\$49,000.00-\$51,999.99....	12,823	12,158	665	632	1,121	1,078	2,780	3,167	2,337	1,708
\$52,000.00-\$54,999.99....	11,724	11,194	530	504	903	923	2,554	3,012	2,285	1,543
\$55,000.00-\$57,999.99....	11,100	10,584	516	330	739	884	2,408	2,945	2,204	1,590
\$58,000.00-\$61,199.99....	14,488	13,562	926	429	905	1,100	3,013	3,867	2,944	2,230
\$61,200.00.....	39,358	38,242	1,116	806	1,596	2,145	7,020	10,415	8,945	8,431
Total.....	297,985	271,744	26,241	47,883	26,151	26,530	56,929	60,489	44,562	35,441

Table D10.--Employees in 1995, by amount of creditable compensation or sex and by age

Taxable compensation	Total number ¹	Age on birthday in 1995											
		Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69	70 and older
Under \$5,000.00.....	10,803	321	1,113	1,197	1,226	1,509	1,587	1,310	777	568	475	85	39
\$5,000.00-\$9,999.99.....	6,896	156	1,007	961	784	815	885	718	458	350	475	77	20
\$10,000.00-\$14,999.99....	6,401	82	691	839	775	870	991	789	493	326	346	57	10
\$15,000.00-\$19,999.99....	8,025	44	910	1,097	957	1,094	1,223	1,005	652	440	378	72	6
\$20,000.00-\$24,999.99....	12,199	37	1,059	1,564	1,505	1,844	1,997	1,501	976	662	773	110	17
\$25,000.00-\$29,999.99....	22,597	21	1,102	2,174	2,226	3,366	4,250	3,647	2,414	1,768	1,251	156	28
\$30,000.00-\$34,999.99....	51,407	10	888	2,369	3,231	6,723	10,709	10,664	7,809	5,618	2,841	283	73
\$35,000.00-\$39,999.99....	40,205	2	589	1,876	2,533	5,509	8,800	8,809	5,885	3,936	1,849	212	25
\$40,000.00-\$42,999.99....	19,358	1	169	879	1,223	2,667	4,244	4,331	2,855	1,904	910	87	24
\$43,000.00-\$45,999.99....	16,282	...	112	651	1,030	2,170	3,692	3,788	2,443	1,561	686	81	12
\$46,000.00-\$48,999.99....	14,319	...	62	503	841	2,003	3,408	3,388	2,125	1,297	587	54	14
\$49,000.00-\$51,999.99....	12,823	...	50	327	699	1,698	2,974	3,035	2,085	1,262	587	58	5
\$52,000.00-\$54,999.99....	11,724	...	26	269	547	1,477	2,765	2,912	2,007	1,147	479	42	11
\$55,000.00-\$57,999.99....	11,100	...	24	197	445	1,383	2,683	2,835	1,896	1,080	487	46	6
\$58,000.00-\$61,199.99....	14,488	...	15	211	590	1,734	3,353	3,779	2,570	1,447	664	83	9
\$61,200.00.....	39,358	...	17	246	777	3,541	8,475	10,450	7,934	5,030	2,482	305	48
ALL EMPLOYEES													
Male.....	271,744	590	6,986	13,338	16,577	34,527	57,274	57,980	40,127	26,407	14,071	1,525	277
Female.....	26,241	84	848	2,022	2,812	3,876	4,762	4,981	3,252	1,989	1,199	283	70
Total.....	297,985	674	7,834	15,360	19,389	38,403	62,036	62,961	43,379	28,396	15,270	1,808	347

¹ Includes employees whose age was not reported.

Table D11.--Employees in 1995, by age or sex and by completed years of service

Age on birthday in 1995	Completed years of service													
	Total		Less than 10		10 to 14		15 to 19		20 to 24		25 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 20.	674	100	674	100	....	...	....	...	....	...	....	...	....	...
20 to 24.	7,834	100	7,834	100	....	...	....	...	....	...	....	...	....	...
25 to 29.	15,360	100	15,283	99	76	(1)	1	(1)	....	...	....	...	....	...
30 to 34.	19,389	100	15,965	82	2,978	15	443	2	3	(1)	....	...	....	...
35 to 39.	38,403	100	12,957	34	8,838	23	15,223	40	1,380	4	5	(1)	....	...
40 to 44.	62,036	100	8,930	14	7,267	12	21,130	34	22,764	37	1,944	3	1	(1)
45 to 49.	62,961	100	5,544	9	4,080	6	11,641	18	22,615	36	18,397	29	684	1
50 to 54.	43,379	100	2,730	6	1,812	4	4,864	11	8,262	19	15,626	36	10,085	23
55 to 59.	28,396	100	1,338	5	905	3	2,394	8	3,652	13	6,080	21	14,027	49
60 to 64.	15,270	100	515	3	446	3	993	7	1,521	10	2,147	14	9,648	63
65 to 69.	1,808	100	132	7	98	5	210	12	254	14	315	17	799	44
70 and older.	347	100	48	14	18	5	22	6	34	10	43	12	182	52
ALL EMPLOYEES														
Male.	271,744	100	62,941	23	23,568	9	52,157	19	57,276	21	41,789	15	34,013	13
Female.	26,241	100	11,093	42	2,962	11	4,772	18	3,213	12	2,773	11	1,428	5
Total².	297,985	100	74,034	25	26,530	9	56,929	19	60,489	20	44,562	15	35,441	12

¹ Less than 0.5 percent.² Includes employees whose age was not reported.

Note.-- The median age for male employees was 45 years, for female employees 43 years, and for all employees 45 years.

Table D12.--Employees in 1995, by sex and completed years of service

Completed years of service	All employees		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
30 and over	35,441	12	34,013	13	1,428	5
25 to 29	44,562	27	41,789	28	2,773	16
20 to 24	60,489	47	57,276	49	3,213	28
15 to 19	56,929	66	52,157	68	4,772	46
10 to 14	26,530	75	23,568	77	2,962	58
9	3,809	76	3,214	78	595	60
8	3,956	78	3,248	79	708	63
7	5,392	80	4,457	81	935	66
6	6,502	82	5,363	83	1,139	71
5	6,492	84	5,421	85	1,071	75
4	5,938	86	4,967	87	971	78
3	6,730	88	5,721	89	1,009	82
2	8,941	91	7,518	92	1,423	88
1	12,780	95	11,198	96	1,582	94
Less than 1	13,494	100	11,834	100	1,660	100
Total	297,985	100	271,744	100	26,241	100